
Virginia's Licensed Clinical Psychologist Workforce: 2017

Healthcare Workforce Data Center

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Healthcare Workforce Data Center
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2,989 Licensed Clinical Psychologists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Psychology express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Licensed Clinical Psychologist Workforce: At a Glance:

The Workforce

Licensees:	3,453
Virginia's Workforce:	2,566
FTEs:	2,189

Background

Rural Childhood:	19%
HS Degree in VA:	21%
Prof. Degree in VA:	28%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	55%
Satisfied?:	96%

Survey Response Rate

All Licensees:	87%
Renewing Practitioners:	95%

Education

Doctor of Psych.:	54%
Other Ph.D.:	46%

Job Turnover

Switched Jobs:	5%
Employed over 2 yrs:	72%

Demographics

Female:	66%
Diversity Index:	28%
Median Age:	50

Finances

Median Income: \$80k-\$90k	
Health Benefits:	62%
Under 40 w/ Ed debt:	72%

Time Allocation

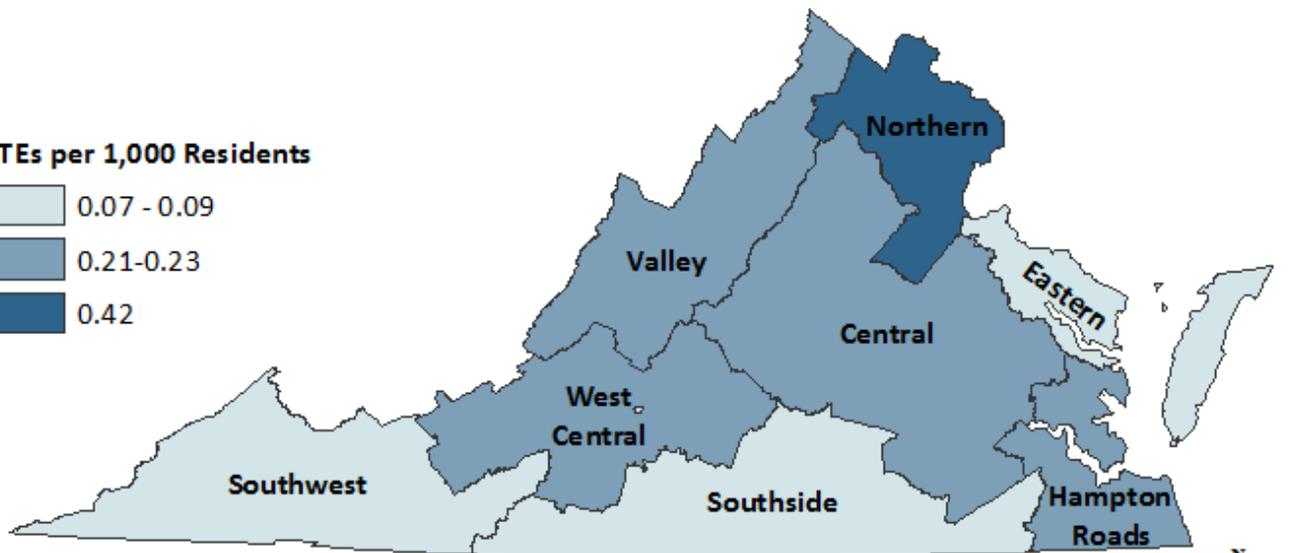
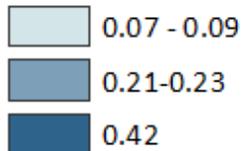
Patient Care:	70%-79%
Administration:	10%-19%
Patient Care Role:	66%

Source: Va. Healthcare Workforce Data Center

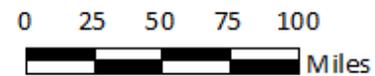
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Regions

Source: VA Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2015
Source: U.S. Census Bureau Population Division



2,989 Licensed Clinical Psychologists (LCPs) voluntarily took part in the 2017 Licensed Clinical Psychologist Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for LCPs. These survey respondents represent 87% of the 3,453 LCPs who are licensed in the state and 95% of renewing practitioners.

The HWDC estimates that 2,566 LCPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an LCP at some point in the future. Between July 2016 and June 2017, Virginia's LCP workforce provided 2,189 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

66% of all LCPs are female, including 85% of those LCPs who are under the age of 40. In a random encounter between two LCPs, there is a 28% chance that they would be of different races or ethnicities, a measure known as the diversity index. For those LCPs who are under the age of 40, however, this value increases to 38%. Regardless, Virginia's LCP workforce is still less diverse than Virginia's population as a whole, which has a diversity index of 56%.

19% of all LCPs grew up in a rural area of Virginia, but just 5% of these professionals currently work in non-Metro areas of the state. Overall, just 3% of Virginia's LCPs currently work in non-Metro areas of the state. Meanwhile, 21% of all LCPs graduated from high school in Virginia, while 28% earned their initial professional degree in the state.

54% of the state's LCP workforce earned a Doctorate of Psychology as their highest professional degree, while the remaining LCPs received some other doctorate. In addition, 31% of all LCPs have a primary specialty in mental health, while 14% have a primary specialty related to children's health. 38% of all LCPs currently carry educational debt, including 72% of those under the age of 40. The median debt burden for those LCPs with educational debt is between \$80,000 and \$90,000.

95% of LCPs are currently employed in the profession. 55% currently hold one full-time position, while another 24% hold multiple positions. Only 5% of LCPs have switched jobs over the past 12 months, while 72% have worked at the same primary work location for at least two years. In addition, involuntary unemployment among LCPs was nearly non-existent over the past year, while 4% became unemployed voluntarily.

The median annual income for LCPs is between \$80,000 and \$90,000. In addition, among those LCPs who receive either an hourly wage or a salary at their primary work location, 73% also receive at least one employer-sponsored benefit. This includes 62% who have access to employer-sponsored health insurance and 60% who have access to some form of a retirement plan. 96% of LCPs indicate they are satisfied with their current employment situation, including 73% who indicate they are "very satisfied".

40% of all LCPs work in Northern Virginia, the most of any region in the state. In addition, another 24% of LCPs work in Central Virginia, while 17% work in Hampton Roads. 70% of all LCPs work in the private sector, including 58% who work at a for-profit institution. Meanwhile, private solo practices are the most common establishment type in Virginia, employing 27% of state's LCP workforce. Another 24% of the state's LCP workforce is employed at private group practices.

A typical LCP spends approximately 75% of her time treating patients. In fact, 66% serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. In addition, the typical LCP treats between 1 and 24 patients per week at their primary work location, and approximately 59% of these patients are adults.

15% of all LCPs expect to retire by the age of 65. 25% of the current workforce expects to retire in the next ten years, while half the current workforce expects to retire by 2042. Over the next two years, 11% of LCPs plan on increasing patient care activities, while 4% plan on pursuing additional educational opportunities.

Summary of Trends

Virginia had 429 more licensed clinical psychologists (LCPs) in 2017 compared to 2013. The number of clinical psychologists working in the state also increased from 2,326 in 2013 to 2,566 in 2017. Both sets of numbers have been on a four-year upward trend. However, this steady increase in workforce has resulted in a steady increase in full time equivalency units for the state. In 2013, 2,326 LCPs in the state provided 2,106 FTEs compared to the 2,189 FTEs provided by 2,566 LCPs in 2017. In 2014, 2,191 LCPs in the state provided 2,191 FTEs but FTEs dropped to 2,158 in 2015 before rising back up to 2,191 in 2016. The percent reporting they had a full-time position has increased steadily, but the percent reporting working more than 60 hours a week has declined overall. The percent reporting working more than 60 hours a week was at its lowest in 2015 at 5.7% when FTEs also dropped to its lowest point.

More clinical psychologists responded to the survey in 2017 than in 2013. The response rate for all clinical psychologists increased from 75% to 87% from 2013 to 2017 and the response rate for renewing clinical psychologists, the survey population, increased from 88% to 95%. Both rates have trended upward in the past four years.

There is some evidence of increasing gender racial/ethnic diversity in the state's LCP workforce. The diversity index of the LCP workforce increased from 24% in 2013 to 28% in 2017. Although the 38% diversity index of LCPs under age 40 is above the overall LCP population's, it is still well below the state average of 56%. The median age has lowered from 52 to 50 years old.

The rate of respondents reporting a rural childhood background has remained steadily around the 19% reported in 2017. Overall, 3% of all clinical psychologists work in rural areas in 2017; this rate is the lowest in the past four years. The percent of those reporting a rural childhood background that work in non-metro areas of the state has also declined from 6% in 2013 to 5% in 2017. The percent of LCPs reporting they attended high school in Virginia has increased steadily from 19% in 2013 to 21% in 2017. The rate of those who received their professional education in Virginia has consistently remained around 29% over the past 4 years.

Some changes were seen in the percent of LCPs with education debt between 2013 and 2017. The percent of those LCPs under age 40 who reported having education debt declined from 74% in 2013 to 72% in 2017; however, the debt distribution changed. For clinical psychologists of all ages, the percent with debt increased from 33% to 38%. Additionally, for all LCPs as well as only those under age 40, the percent with debt greater than \$150,000 doubled from 2013 to 2017: 6% to 12% for all and 16% to 30% for those under 40 years old.

The employment outlook continues to be strong for LCPs in Virginia. Unemployment is nearly non-existent. Further, employment quality has remained consistently high with over 95% of Virginia's clinical psychologists reporting they were satisfied with their jobs. Median income also increased from \$75,000-\$80,000 in 2013 to \$80,000-\$90,000 in 2017. The percent reporting a future plan to leave Virginia within the next two years increased from 2% in 2013 to 3% in 2017.

Fewer LCPs indicated they planned to increase their patient load in the next two years. In 2013, 16% reported they planned on increasing their patient care hours meanwhile 11% indicated they did in 2017. Additionally, the rate of those intending to increase their teaching hours declined from 8% in 2013 to 5% in 2017. There was also a decrease in those planning to pursue additional education in the next two years. This went from 6% in 2013 to 4% in 2017.

The percent of clinical psychologists who expect to retire by age 65 decreased slightly from 16% in 2013 to 15% in 2017. For LCPs over 50 years old those who expect to retire by age 65 dropped from 10% in 2013 to 8% in 2017. However, there has been an increase from 24% to 25% in those reporting that they expect to retire in the next decade. Further, as revealed in the last four years of data, half of the LCP workforce plan to retire in another two decades from the survey year.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,031	88%
New Licensees	268	8%
Non-Renewals	154	4%
All Licensees	3,453	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. 95% of renewing LCPs submitted a survey. These represent 87% of LCPs who held a license at some point during the survey time period.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 35	83	286	78%
35 to 39	81	420	84%
40 to 44	40	387	91%
45 to 49	33	389	92%
50 to 54	37	257	87%
55 to 59	25	258	91%
60 to 64	45	326	88%
65 and Over	120	666	85%
Total	464	2,989	87%
New Licenses			
Issued in Past Year	147	121	45%
Metro Status			
Non-Metro	13	86	87%
Metro	273	2,163	89%
Not in Virginia	178	740	81%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LCPs

Number:	3,453
New:	8%
Not Renewed:	4%

Response Rates

All Licensees:	87%
Renewing Practitioners:	95%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	2,989
Response Rate, all licensees	87%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2017.
- 2. Target Population:** All LCPs who held a Virginia license at some point between July 2016 and June 2017.
- 3. Survey Population:** The survey was available to LCPs who renewed their licenses online. It was not available to those who did not renew, including LCPs newly licensed in 2017.

At a Glance:

Workforce

Virginia's LCP Workforce: 2,566
 FTEs: 2,189

Utilization Ratios

Licensees in VA Workforce: 74%
 Licensees per FTE: 1.58
 Workers per FTE: 1.17

Source: Va. Healthcare Workforce Data Center

Virginia's LCP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,519	98%
Looking for Work in Virginia	47	2%
Virginia's Workforce	2,566	100%
Total FTEs	2,189	
Licensees	3,453	

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 35	31	13%	209	87%	239	11%
35 to 39	56	17%	274	83%	330	15%
40 to 44	55	21%	203	79%	258	12%
45 to 49	68	25%	205	75%	273	12%
50 to 54	52	30%	122	70%	174	8%
55 to 59	59	35%	110	65%	170	8%
60 to 64	132	54%	112	46%	243	11%
65 +	303	60%	199	40%	502	23%
Total	756	35%	1,434	66%	2,190	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 66%
 % Under 40 Female: 85%

Age
 Median Age: 50
 % Under 40: 26%
 % 55+: 42%

Diversity
 Diversity Index: 28%
 Under 40 Div. Index: 38%

Source: Va. Healthcare Workforce Data Center

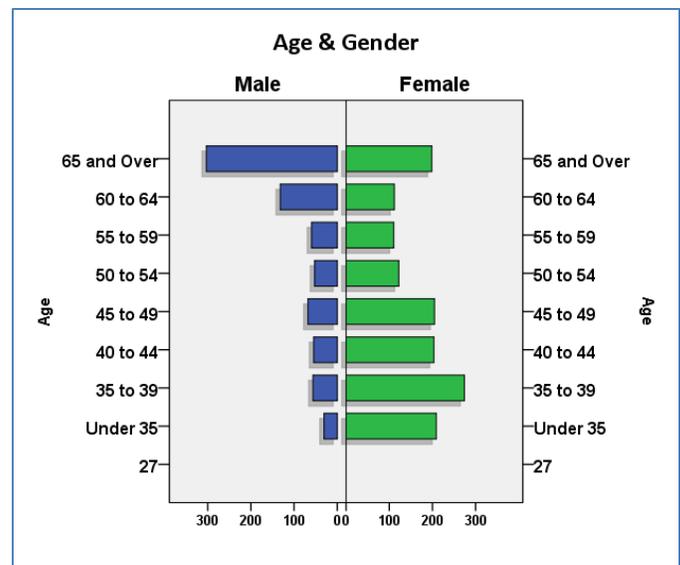
Race & Ethnicity					
Race/ Ethnicity	Virginia*	LCPs		LCPs under 40	
	%	#	%	#	%
White	63%	1,857	85%	447	78%
Black	19%	132	6%	44	8%
Asian	6%	61	3%	27	5%
Other Race	0%	19	1%	6	1%
Two or more races	3%	43	2%	15	3%
Hispanic	9%	84	4%	32	6%
Total	100%	2,196	100%	571	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LCPs, there is a 28% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index).

26% of all LCPs are under the age of 40, and 85% of these professionals are female. In addition, the diversity index among LCPs who are under the age of 40 is 38%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 18%
 Rural Childhood: 19%

Virginia Background

HS in Virginia: 21%
 Prof. Ed. in VA: 28%
 HS or Prof. Ed. in VA: 39%

Location Choice

% Rural to Non-Metro: 5%
 % Urban/Suburban to Non-Metro: 3%

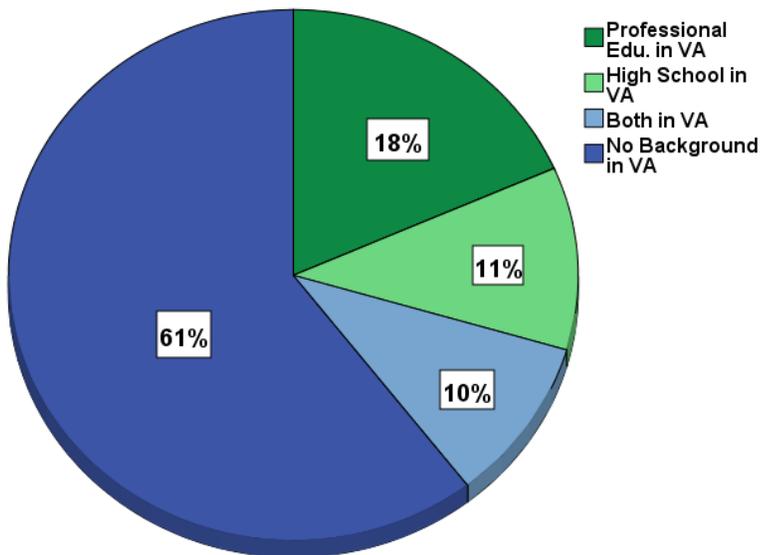
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	17%	65%	18%
2	Metro, 250,000 to 1 million	24%	62%	14%
3	Metro, 250,000 or less	24%	55%	21%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	11%	67%	22%
6	Urban pop, 2,500-19,999, Metro adj	28%	59%	13%
7	Urban pop, 2,500-19,999, nonadj	56%	22%	22%
8	Rural, Metro adj	13%	75%	13%
9	Rural, nonadj	33%	44%	22%
Overall		19%	63%	18%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



19% of LCPs grew up in self-described rural areas, and 5% of these professionals currently work in non-metro counties. Overall, 3% of all LCPs in the state currently work in non-metro counties.

Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Clinical Psychologist Recruitment

Rank	All LCPs			
	High School	#	Init. Prof Degree	#
1	Virginia	458	Virginia	599
2	New York	262	Washington, D.C.	190
3	Maryland	154	California	159
4	Pennsylvania	150	Florida	120
5	New Jersey	108	New York	101
6	California	81	Ohio	84
7	Ohio	78	Pennsylvania	78
8	Outside U.S./Canada	76	Illinois	75
9	Florida	66	Maryland	58
10	North Carolina	62	Texas	52

Source: Va. Healthcare Workforce Data Center

21% of licensed LCPs received their high school degree in Virginia, and 28% received their initial professional degree in the state.

Among LCPs who received their initial license in the past five years, 21% received their high school degree in Virginia, while 30% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	148	Virginia	211
2	New York	77	Washington, D.C.	70
3	Maryland	50	California	61
4	Pennsylvania	40	Florida	42
5	Ohio	31	New York	38
6	New Jersey	31	Pennsylvania	35
7	Outside U.S./Canada	29	Illinois	31
8	California	29	Maryland	26
9	North Carolina	20	Ohio	23
10	Florida	20	Tennessee	17

Source: Va. Healthcare Workforce Data Center

26% of Virginia's licensees did not participate in the state's LCP workforce during the past year. 93% of these professional worked at some point in the past year, including 87% who worked in a job related to behavioral sciences.

At a Glance:

Not in VA Workforce

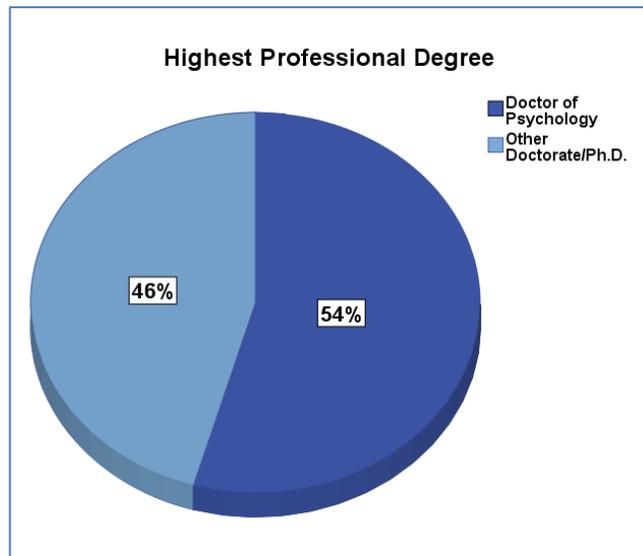
Total:	887
% of Licensees:	26%
Federal/Military:	33%
Va. Border State/DC:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Degree		
Degree	#	%
Bachelor's Degree	0	0%
Master's Degree	0	0%
Doctor of Psychology	1,170	54%
Other Doctorate	979	46%
Total	2,149	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

54% of LCPs hold a Doctorate of Psychology as their highest professional degree. 38% of LCPs carry educational debt, including 72% of those under the age of 40. The median debt burden among LCPs with educational debt is between \$80,000 and \$90,000.

At a Glance:

Education
 Doctor of Psychology: 54%
 Other Doctorate/Ph.D.: 46%

Educational Debt
 Carry debt: 38%
 Under age 40 w/ debt: 72%
 Median debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center

Educational Debt				
Amount Carried	All LCPs		LCPs under 40	
	#	%	#	%
None	1,200	62%	145	28%
Less than \$10,000	53	3%	19	4%
\$10,000-\$19,999	36	2%	7	1%
\$20,000-\$29,999	42	2%	16	3%
\$30,000-\$39,999	48	2%	17	3%
\$40,000-\$49,999	38	2%	18	4%
\$50,000-\$59,999	45	2%	21	4%
\$60,000-\$69,999	33	2%	13	3%
\$70,000-\$79,999	36	2%	18	4%
\$80,000-\$89,999	42	2%	11	2%
\$90,000-\$99,999	28	1%	11	2%
\$100,000-\$109,999	36	2%	18	4%
\$110,000-\$119,999	17	1%	8	2%
\$120,000-\$129,999	30	2%	22	4%
\$130,000-\$139,999	16	1%	6	1%
\$140,000-\$149,999	15	1%	9	2%
\$150,000 or More	227	12%	152	30%
Total	1,942	100%	511	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Primary Specialty

Mental Health: 31%
 Child: 14%
 Forensic: 7%

Secondary Specialty

Mental Health: 12%
 Child: 9%
 Behavioral Disorders: 8%

Source: Va. Healthcare Workforce Data Center

31% of all LCPs have a primary specialty in mental health. Another 14% have a primary specialty in children’s health, while 7% have a primary specialty in forensic science.

Specialties				
Specialty	Primary		Secondary	
	#	%	#	%
Mental Health	657	31%	231	12%
Child	300	14%	176	9%
Forensic	141	7%	131	7%
Neurology/Neuropsychology	132	6%	55	3%
Behavioral Disorders	75	4%	142	8%
Health/Medical	71	3%	119	6%
School/Educational	40	2%	66	4%
Family	38	2%	133	7%
Marriage	24	1%	78	4%
Substance Abuse	18	1%	53	3%
Rehabilitation	18	1%	28	1%
Gerontologic	17	1%	27	1%
Industrial-Organizational	10	0%	11	1%
Vocational/Work Environment	8	0%	18	1%
Experimental or Research	6	0%	17	1%
Sex Offender Treatment	4	0%	14	1%
Public Health	4	0%	8	1%
Social	0	0%	4	0%
Other Specialty Area	120	6%	169	9%
General Practice (Non-Specialty)	446	21%	401	21%
Total	2,128	100%	1,881	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 95%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-time: 55%
 2 or More Positions: 24%

Weekly Hours:

40 to 49: 41%
 60 or more: 7%
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a behavioral sciences-related capacity	2,050	95%
Employed, NOT in a behavioral sciences-related capacity	39	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	2	0%
Voluntarily unemployed	32	2%
Retired	36	2%
Total	2,161	100%

Source: Va. Healthcare Workforce Data Center

95% of LCPs are currently employed in their profession. 55% of LCPs hold one full-time job, and 41% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 hours	70	3%
1 to 9 hours	52	2%
10 to 19 hours	156	7%
20 to 29 hours	200	9%
30 to 39 hours	329	15%
40 to 49 hours	869	41%
50 to 59 hours	309	14%
60 to 69 hours	120	6%
70 to 79 hours	20	1%
80 or more hours	7	0%
Total	2,132	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	70	3%
One Part-Time Position	381	18%
Two Part-Time Positions	141	7%
One Full-Time Position	1,173	55%
One Full-Time Position & One Part-Time Position	314	15%
Two Full-Time Positions	11	1%
More than Two Positions	40	2%
Total	2,130	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	18	1%
Less than \$40,000	184	11%
\$40,000-\$49,999	80	5%
\$50,000-\$59,999	112	7%
\$60,000-\$69,999	182	11%
\$70,000-\$79,999	154	9%
\$80,000-\$89,999	196	12%
\$90,000-\$99,999	151	9%
\$100,000-109,999	193	11%
\$110,000-\$119,999	116	7%
\$120,000-\$129,999	89	5%
\$130,000 or More	240	13%
Total	1,714	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,525	73%
Somewhat Satisfied	494	24%
Somewhat Dissatisfied	62	3%
Very Dissatisfied	14	1%
Total	2,094	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings

Median Income: \$80k-\$90k

Benefits

(Salary & Wage Employees only)

Health Insurance: 62%

Retirement: 60%

Satisfaction

Satisfied: 96%

Very Satisfied: 73%

Source: Va. Healthcare Workforce Data Center

The typical LCP earned between \$80,000 and \$90,000 per year. Among LCPs who received either an hourly wage or salary as compensation at the primary work location, 62% received health insurance and 60% also had access to some form of a retirement plan.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	815	40%	62%
Retirement	806	39%	60%
Paid Vacation	782	38%	62%
Paid Sick Leave	757	37%	61%
Dental Insurance	694	34%	55%
Group Life Insurance	579	28%	46%
Signing/Retention Bonus	60	3%	5%
At Least One Benefit	990	48%	73%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	18	1%
Experience Voluntary Unemployment?	98	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	37	1%
Work two or more positions at the same time?	558	22%
Switch employers or practices?	134	5%
Experienced at least one	735	29%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s LPCs experienced involuntary unemployment at some point during the past year. By comparison, Virginia’s average monthly unemployment rate was 3.9% during the past 12 months.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	22	1%	19	3%
Less than 6 Months	69	3%	45	8%
6 Months to 1 Year	177	9%	47	8%
1 to 2 Years	322	16%	100	17%
3 to 5 Years	423	20%	118	20%
6 to 10 Years	344	17%	88	15%
More than 10 Years	716	35%	170	29%
Subtotal	2,073	100%	587	100%
Did not have location	51		1,953	
Item Missing	442		25	
Total	2,566		2,566	

Source: Va. Healthcare Workforce Data Center

49% of LPCs are salaried employees, while 31% receive income from their own business/practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 1%

Turnover & Tenure

Switched Jobs: 5%
New Location: 16%
Over 2 years: 72%
Over 2 yrs, 2nd location: 64%

Employment Type

Salary/Commission: 49%
Business/Practice Income: 31%

Source: Va. Healthcare Workforce Data Center

72% of LCPs have worked at their primary location for more than two years, while 5% have switched jobs during the past 12 months.

Employment Type		
Primary Work Site	#	%
Salary/Commission	840	49%
Hourly Wage	190	11%
By Contract	149	9%
Business/Practice Income	525	31%
Unpaid	8	0%
Subtotal	1,711	100%
Did Not Have Location	51	
Item Missing	804	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.6% in April 2017 to 4.2% in January 2017. The rate for June 2017, the last month used in this calculation, is preliminary.

At a Glance:

Concentration

Top Region:	40%
Top 3 Regions:	81%
Lowest Region:	< 1%

Locations

2 or more (Past Year):	29%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

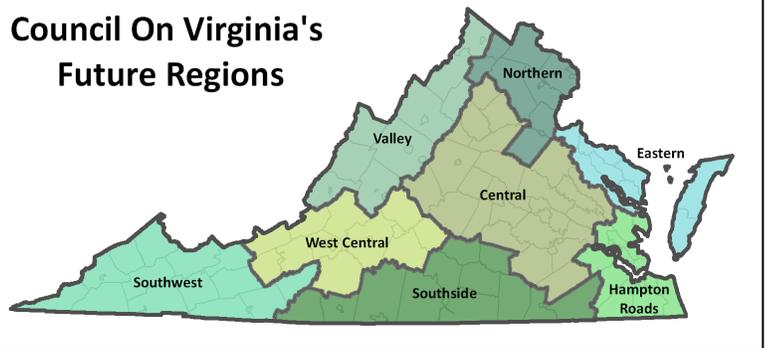
40% of LCPs work in Northern Virginia, the most of any region in the state. Another 24% work in Central Virginia, while 17% work in Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	494	24%	129	21%
Eastern	10	0%	2	0%
Hampton Roads	350	17%	90	15%
Northern	836	40%	211	35%
Southside	21	1%	9	1%
Southwest	26	1%	13	2%
Valley	113	5%	24	4%
West Central	171	8%	37	6%
Virginia Border State/DC	36	2%	44	7%
Other US State	18	1%	42	7%
Outside of the US	1	0%	0	0%
Total	2,076	100%	601	100%
Item Missing	437		12	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



27% of all LCPs currently have multiple work locations, while 28% have had multiple work locations during the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	47	2%	67	3%
1	1,462	69%	1,478	70%
2	301	14%	292	14%
3	268	13%	260	12%
4	26	1%	10	1%
5	5	0%	3	0%
6 or More	12	1%	10	1%
Total	2,121	100%	2,121	100%

*At the time of survey completion, June 2017.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,127	58%	400	73%
Non-Profit	233	12%	76	14%
State/Local Government	330	17%	55	10%
Veterans Administration	102	5%	3	1%
U.S. Military	88	5%	7	1%
Other Federal Government	58	3%	6	1%
Total	1,938	100%	547	100%
Did not have location	51		1,953	
Item Missing	577		65	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

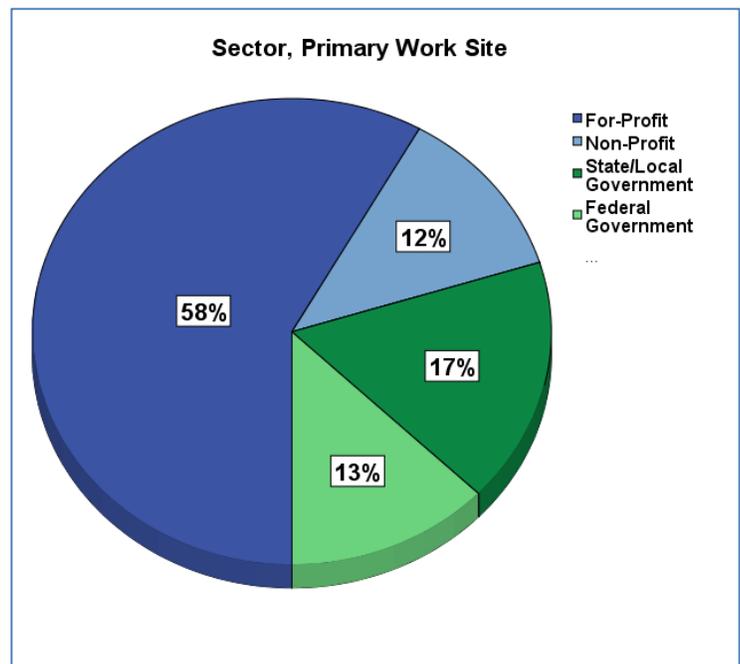
For Profit:	58%
Federal:	13%

Top Establishments

Private Practice, Solo:	27%
Private Practice, Group:	24%
Academic Institution:	10%

Source: Va. Healthcare Workforce Data Center

70% of LCPs work in the private sector, including 58% who work at for-profit establishments. Another 17% of LCPs work for state or local governments.

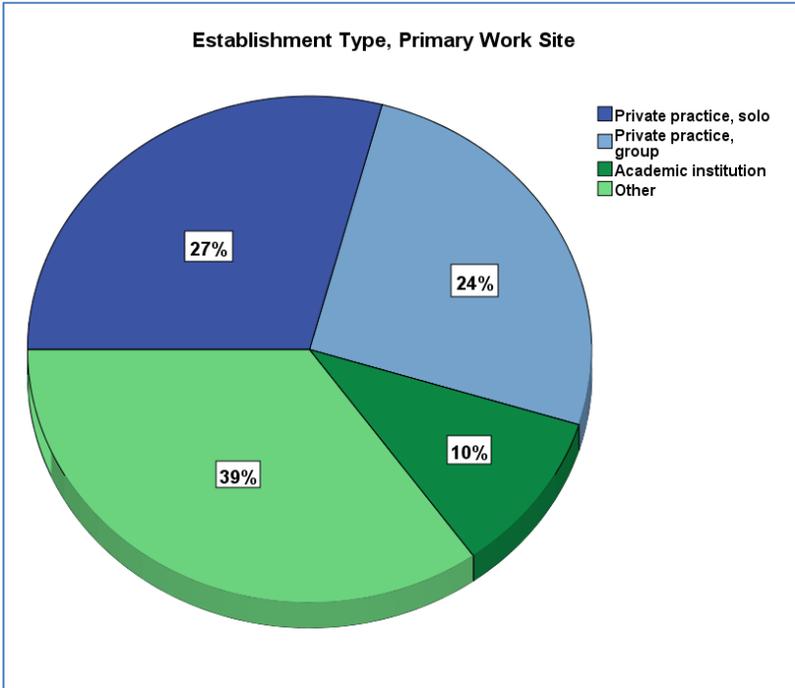


Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private practice, solo	492	27%	157	30%
Private practice, group	433	24%	124	24%
Academic institution (teaching health professions students)	175	10%	65	12%
Hospital, general	109	6%	12	2%
Mental health facility, outpatient	104	6%	30	6%
Hospital, psychiatric	87	5%	16	3%
School (providing care to clients)	75	4%	16	3%
Community-based clinic or health center	59	3%	16	3%
Community Services Board	41	2%	5	1%
Administrative or regulatory	32	2%	4	1%
Corrections/Jail	30	2%	7	1%
Residential mental health/substance abuse facility	22	1%	4	1%
Rehabilitation facility	22	1%	6	1%
Physician office	16	1%	6	1%
Other Practice Setting	131	6%	56	8%
Total	1,828	100%	524	100%
Did Not Have a Location	51		1,953	

The primary location for over half of all LCPs is either a solo or group private practice; another 10% of LCPs works at an academic institution.

Source: Va. Healthcare Workforce Data Center



Among those LCPs who also have a secondary work location, 54% work at either a solo or group private practice, while 12% work at an academic institution.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 70%-79%
Administration: 10%-19%

Roles

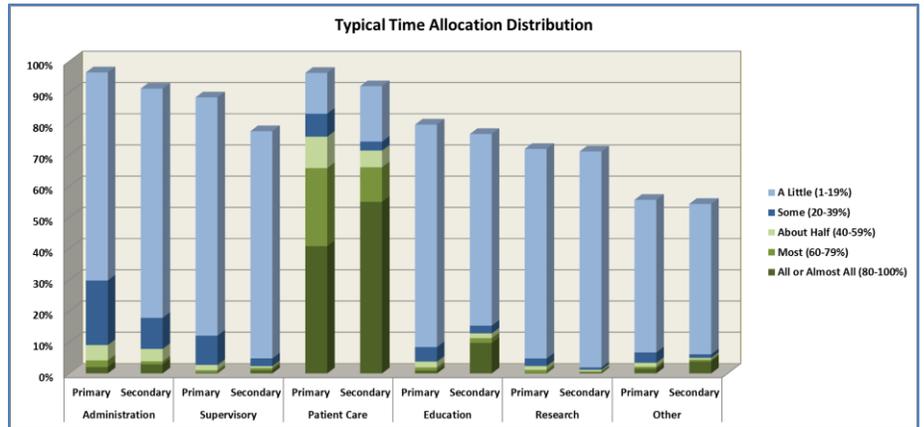
Patient Care: 66%
Administrative: 4%
Education: 2%

Patient Care LCPs

Median Admin Time: 1%-9%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



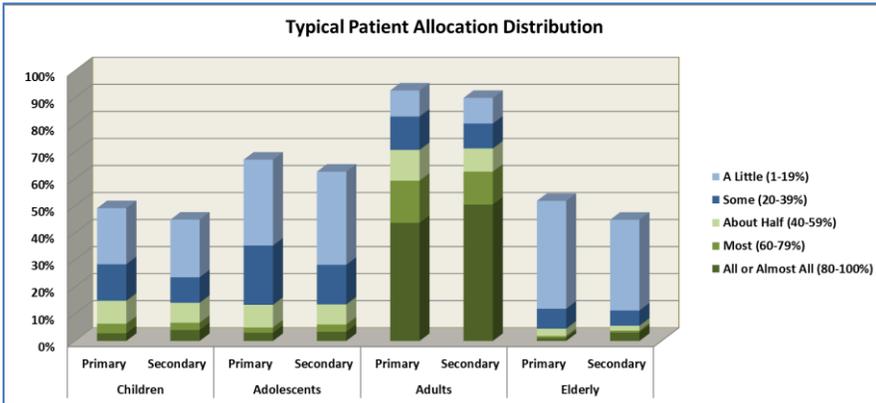
Source: Va. Healthcare Workforce Data Center

The typical LCP spends approximately 75% of her time treating patients. In fact, 66% of all LCPs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Allocation												
Time Spent	Admin.		Supervisory		Patient Care		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	2%	3%	0%	1%	41%	55%	1%	10%	0%	0%	1%	4%
Most (60-79%)	2%	1%	1%	1%	25%	11%	1%	2%	1%	0%	1%	1%
About Half (40-59%)	5%	4%	2%	1%	10%	5%	2%	2%	1%	1%	1%	1%
Some (20-39%)	21%	10%	9%	2%	7%	3%	5%	2%	2%	1%	3%	1%
A Little (1-19%)	67%	73%	76%	73%	13%	18%	71%	61%	67%	69%	49%	48%
None (0%)	4%	9%	12%	22%	4%	8%	20%	23%	28%	29%	44%	46%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

**At a Glance:
(Primary Locations)**

Typical Patient Allocation

Children: None
 Adolescents: 1%-9%
 Adults: 70%-79%
 Elderly: 1%-9%

Roles

Children: 6%
 Adolescents: 5%
 Adults: 59%
 Elderly: 2%

Source: Va. Healthcare Workforce Data Center

Approximately 75% of all patients seen by a typical LCP at her primary work location are adults. In addition, 59% of LCPs serve an adult patient care role, meaning that at least 60% of their patients are adults.

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	3%	4%	3%	3%	44%	50%	1%	3%
Most (60-79%)	4%	3%	2%	3%	16%	12%	1%	1%
About Half (40-59%)	8%	7%	8%	7%	11%	9%	3%	2%
Some (20-39%)	14%	9%	22%	15%	12%	9%	7%	6%
A Little (1-19%)	21%	21%	32%	34%	10%	9%	40%	34%
None (0%)	51%	55%	33%	37%	7%	10%	48%	55%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Patients Per Week

Primary Location: 1-24

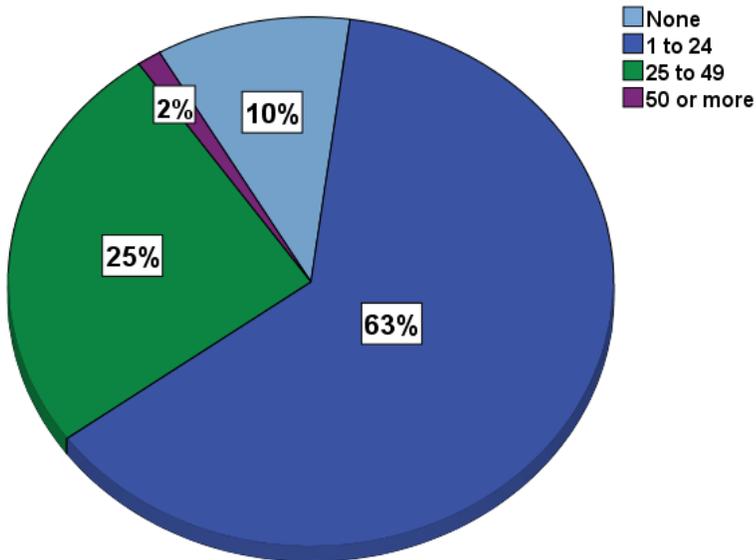
Secondary Location: 1-24

Source: Va. Healthcare Workforce Data Center

Patients Per Week				
# of Patients	Primary Location		Secondary Location	
	#	%	#	%
None	200	10%	110	20%
1 to 24	1,210	63%	408	76%
25 to 49	490	25%	17	3%
50 to 74	12	1%	0	0%
75 or More	12	1%	3	0%
Total	1,925	100%	539	100%

Source: Va. Healthcare Workforce Data Center

Patients Per Week, Primary Work Site



Source: Va. Healthcare Workforce Data Center

63% of all LCPs treat between 1 and 24 patients per week at their primary work location. Among those LCPs who also have a secondary work location, 76% treat between 1 and 24 patients per week.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LCPs		LCPs over 50	
	#	%	#	%
Under age 50	8	0%	-	-
50 to 54	9	0%	1	0%
55 to 59	63	3%	8	1%
60 to 64	194	10%	62	7%
65 to 69	593	32%	240	26%
70 to 74	505	27%	293	32%
75 to 79	201	11%	132	14%
80 or over	77	4%	55	6%
I do not intend to retire	227	12%	137	15%
Total	1,877	100%	928	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LCPs

Under 65: 15%

Under 60: 4%

LCPs 50 and over

Under 65: 8%

Under 60: 1%

Time until Retirement

Within 2 years: 7%

Within 10 years: 25%

Half the workforce: By 2042

Source: Va. Healthcare Workforce Data Center

4% of LCPs expect to retire no later than the age of 60, while 15% expect to retire by the age of 65. Among those LCPs who are ages 50 or over, 8% still expect to retire by the age of 65.

Within the next two years, only 2% of Virginia’s LCPs plan on leaving the state to practice elsewhere, while 1% plans on leaving the profession entirely. Meanwhile, 11% plan on increasing patient care hours, and 4% expect to pursue additional educational opportunities.

Future Plans

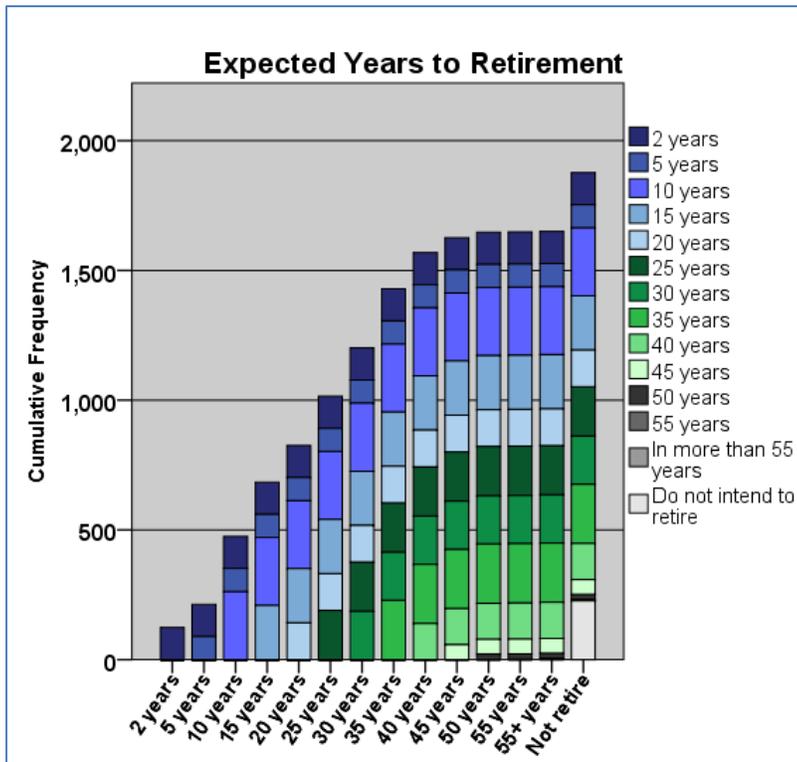
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	25	1%
Leave Virginia	54	2%
Decrease Patient Care Hours	247	10%
Decrease Teaching Hours	28	1%
Increase Participation		
Increase Patient Care Hours	293	11%
Increase Teaching Hours	139	5%
Pursue Additional Education	102	4%
Return to Virginia’s Workforce	17	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LCPs. 7% of LCPs expect to retire in the next two years, while 25% plan on retiring in the next ten years. More than half of the current LCP workforce expects to retire by 2042.

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
2 years	124	7%	7%
5 years	89	5%	11%
10 years	262	14%	25%
15 years	209	11%	36%
20 years	142	8%	44%
25 years	190	10%	54%
30 years	186	10%	64%
35 years	228	12%	76%
40 years	139	7%	84%
45 years	57	3%	87%
50 years	21	1%	88%
55 years	1	0%	88%
In more than 55 years	2	0%	88%
Do not intend to retire	227	12%	100%
Total	1,877	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to average over 10% of the current workforce every five years by 2027. Retirements will peak at 14% of the current workforce around the same period.

At a Glance:

FTEs

Total: 2,189
 FTEs/1,000 Residents: 0.263
 Average: 0.87

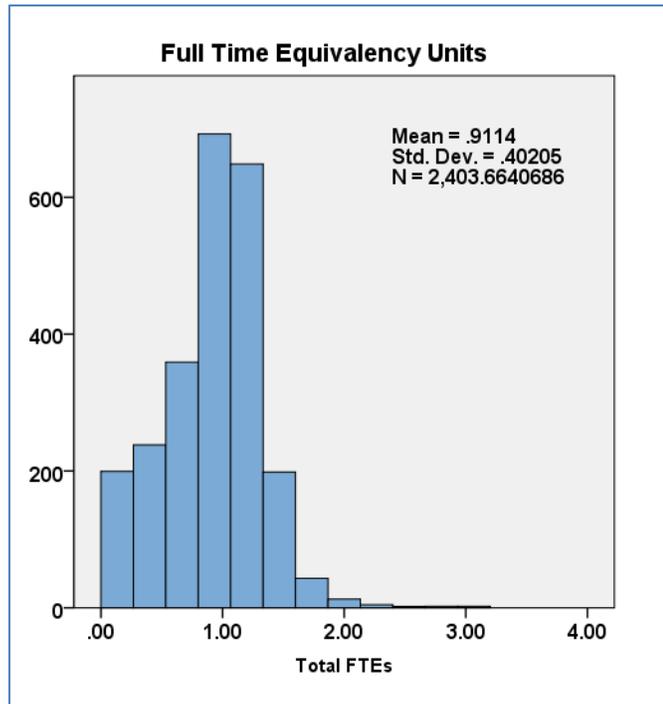
Age & Gender Effect

Age, Partial Eta²: Medium
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

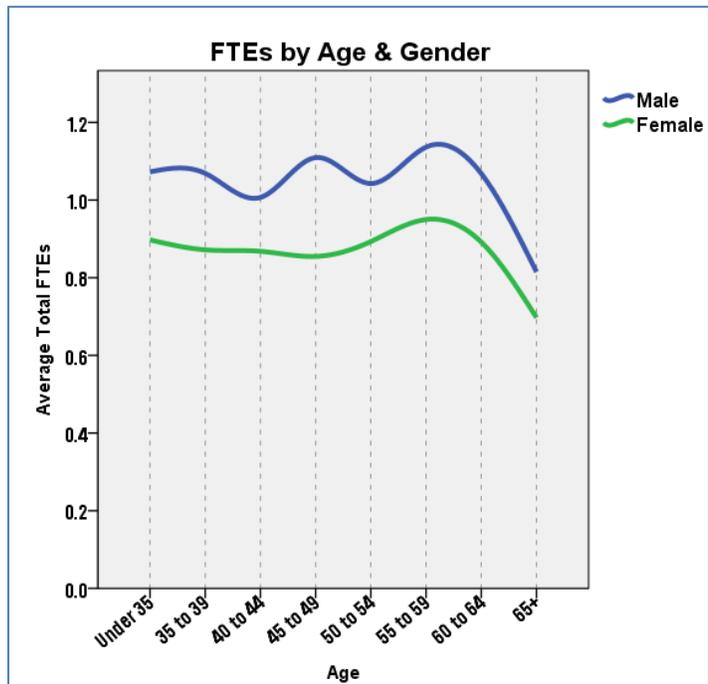


Source: Va. Healthcare Workforce Data Center

The typical (median) LCP provided 0.93 FTEs, or approximately 37 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

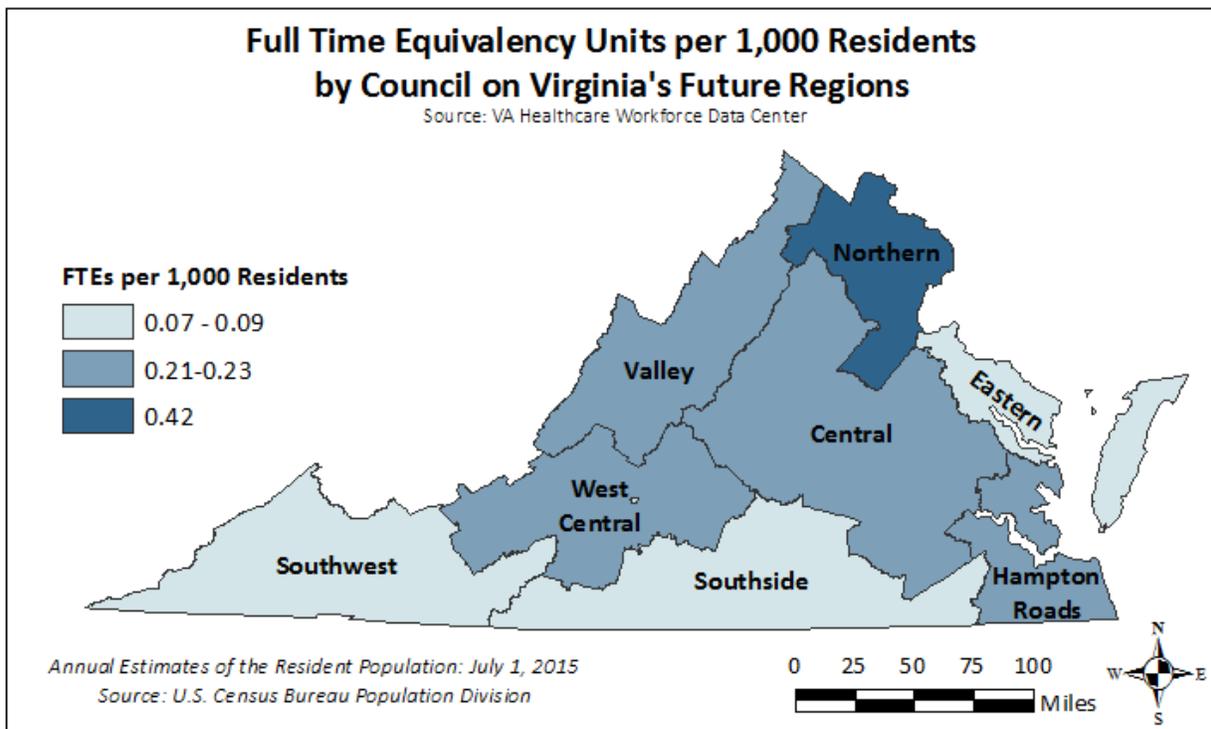
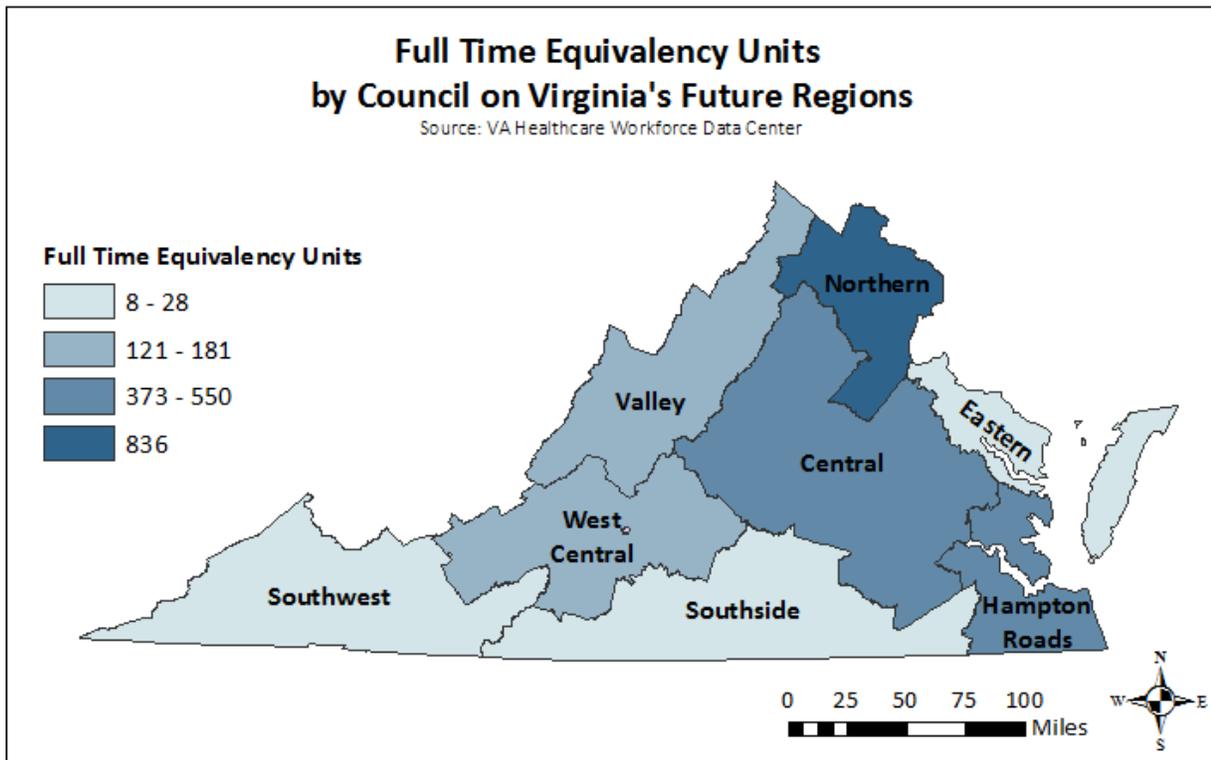
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 35	0.91	0.94
35 to 39	0.86	0.94
40 to 44	0.90	0.92
45 to 49	0.90	0.81
50 to 54	0.85	0.84
55 to 59	0.97	0.96
60 to 64	0.96	0.93
65 and Over	0.75	0.64
Gender		
Male	0.97	1.05
Female	0.86	0.92

Source: Va. Healthcare Workforce Data Center

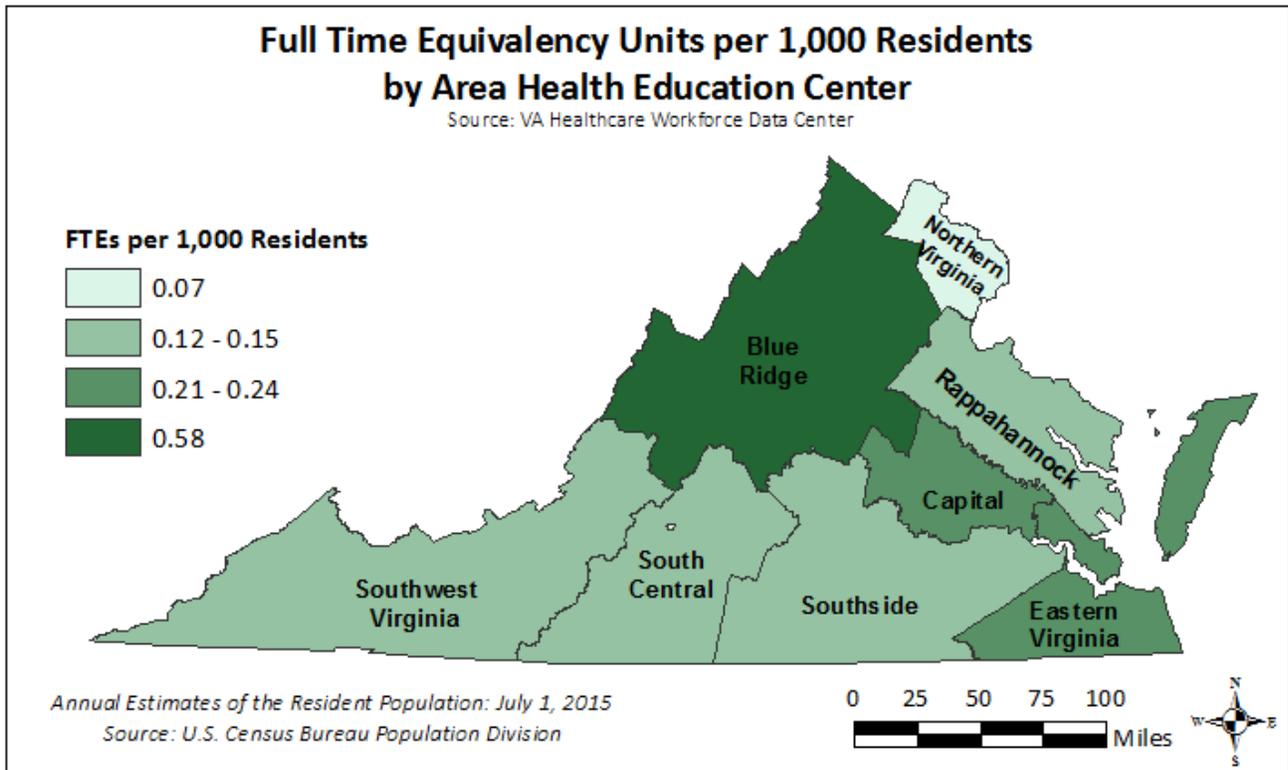
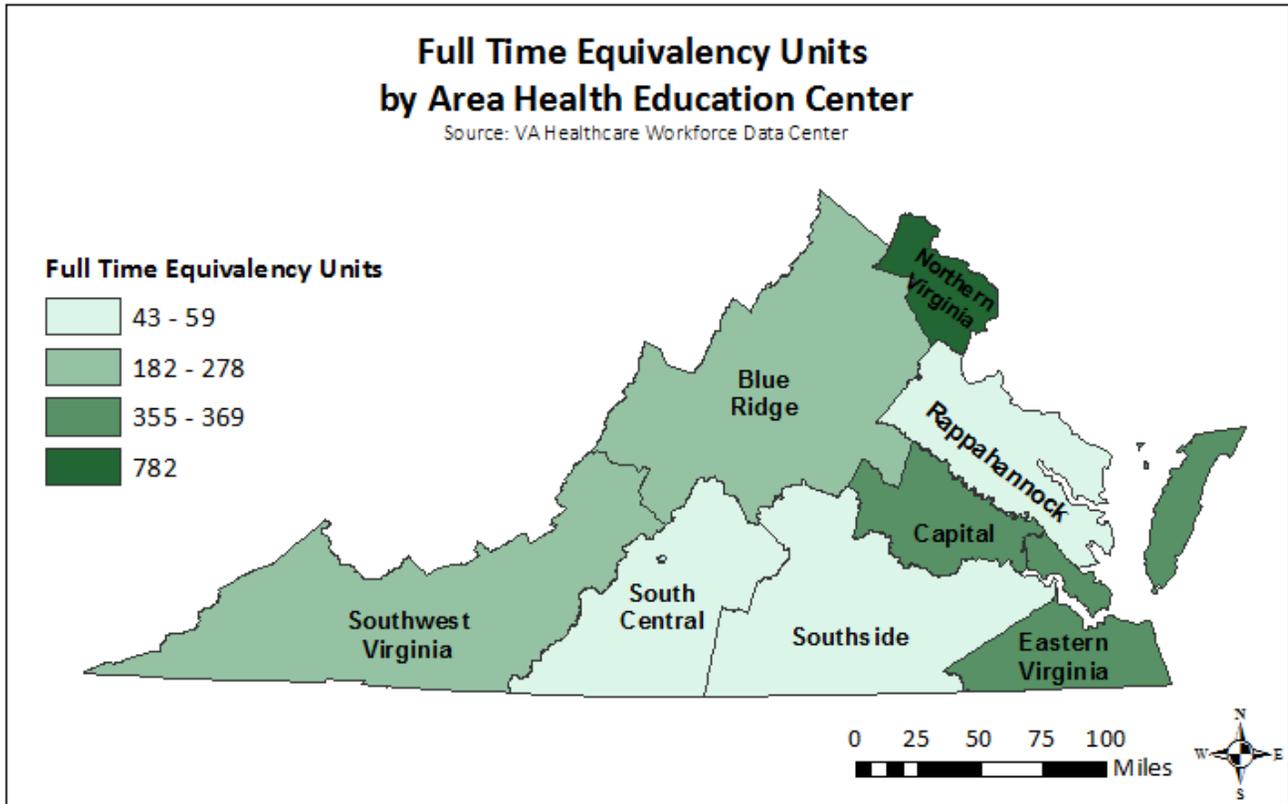


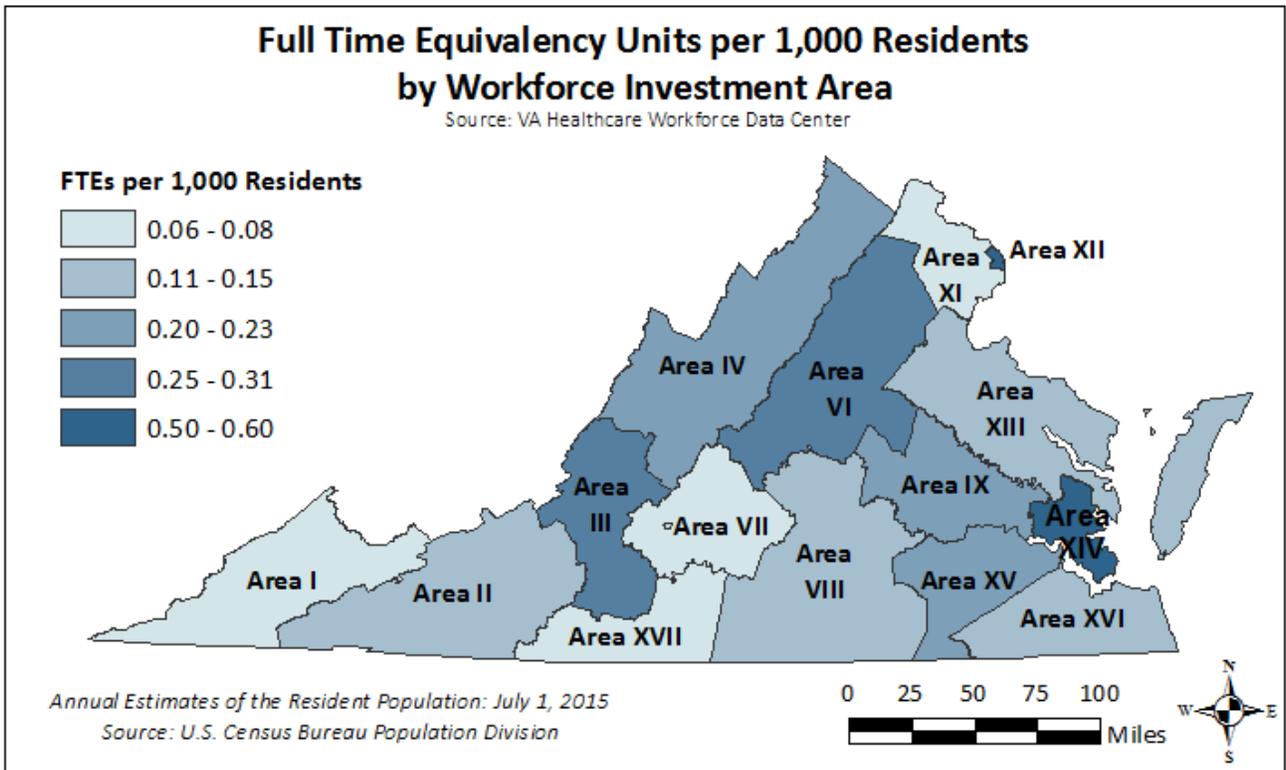
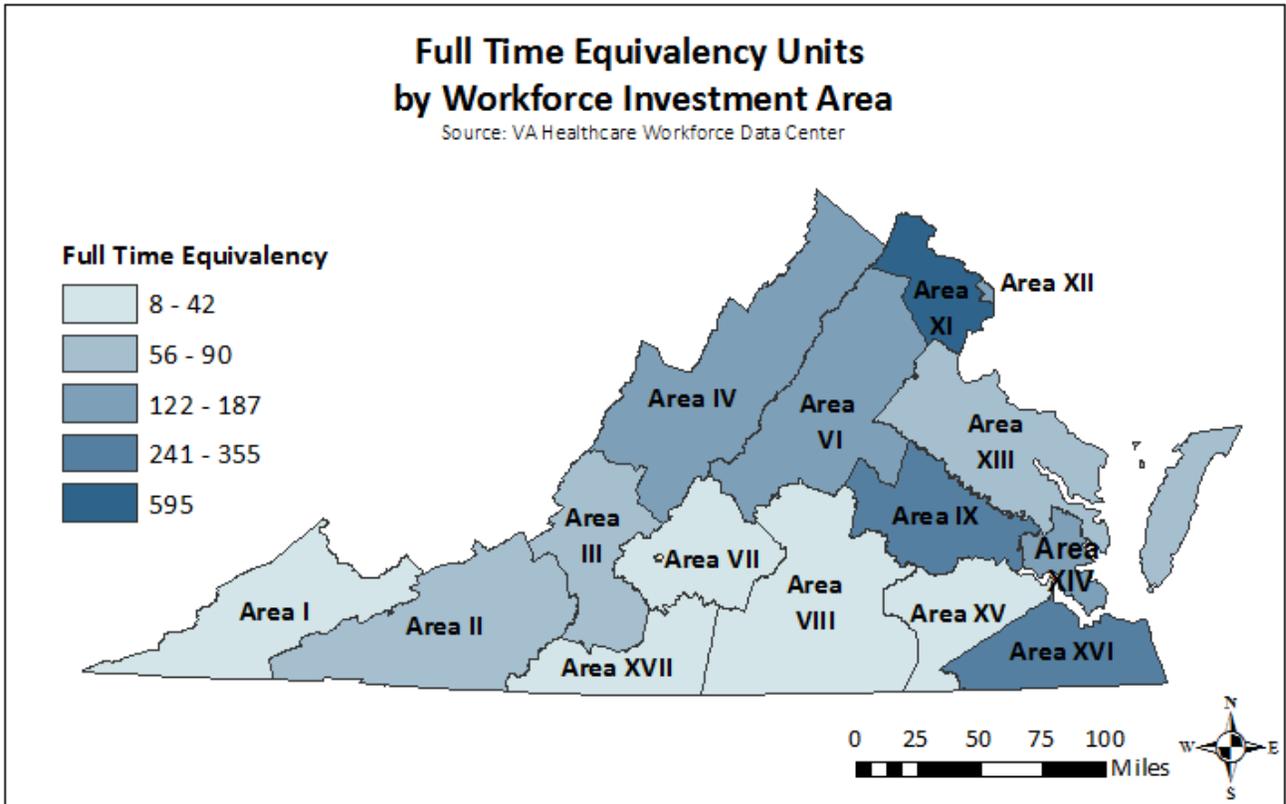
Source: Va. Healthcare Workforce Data Center

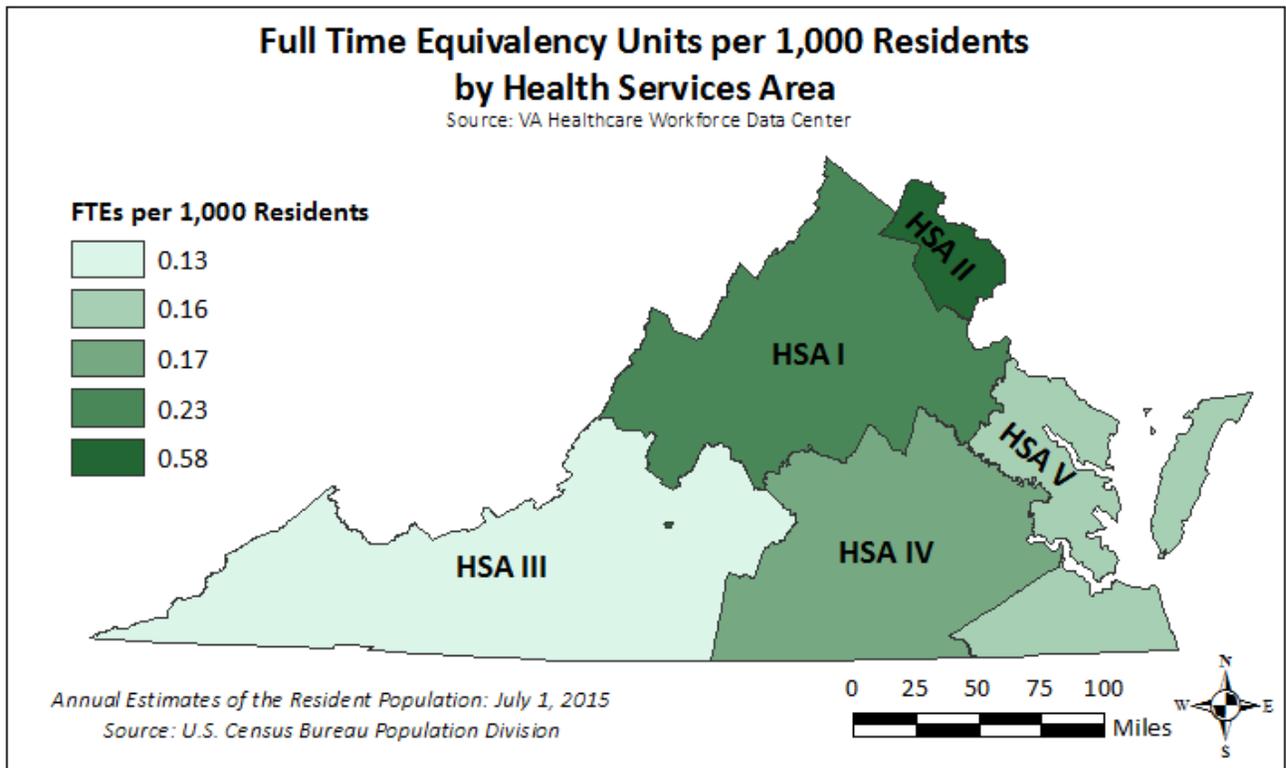
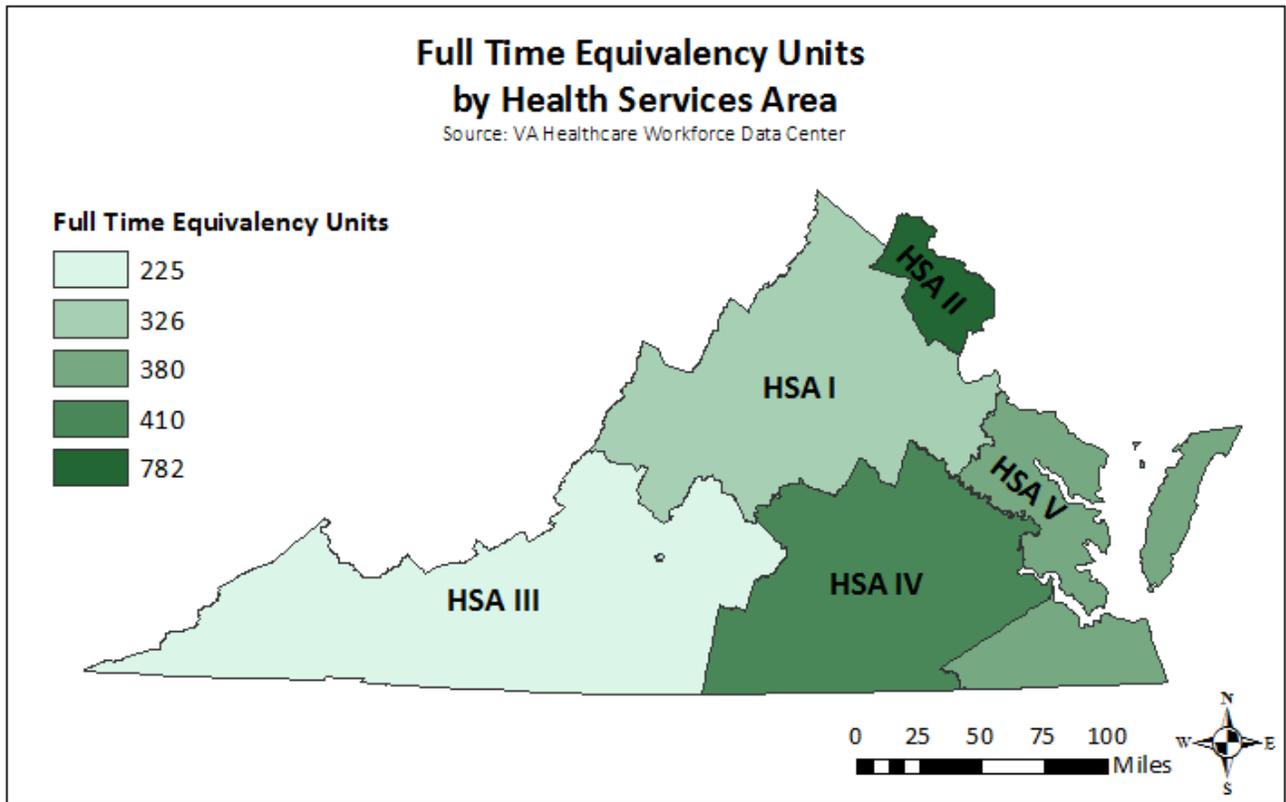
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is not significant)

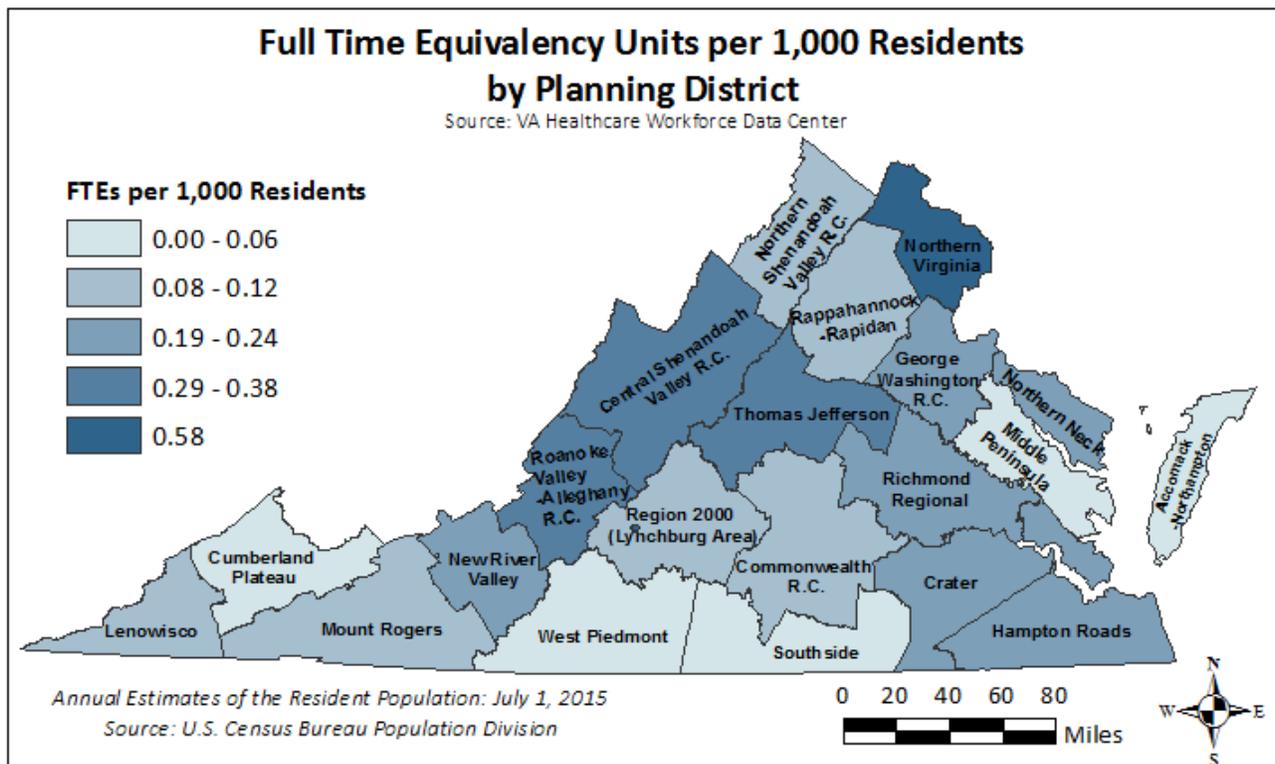
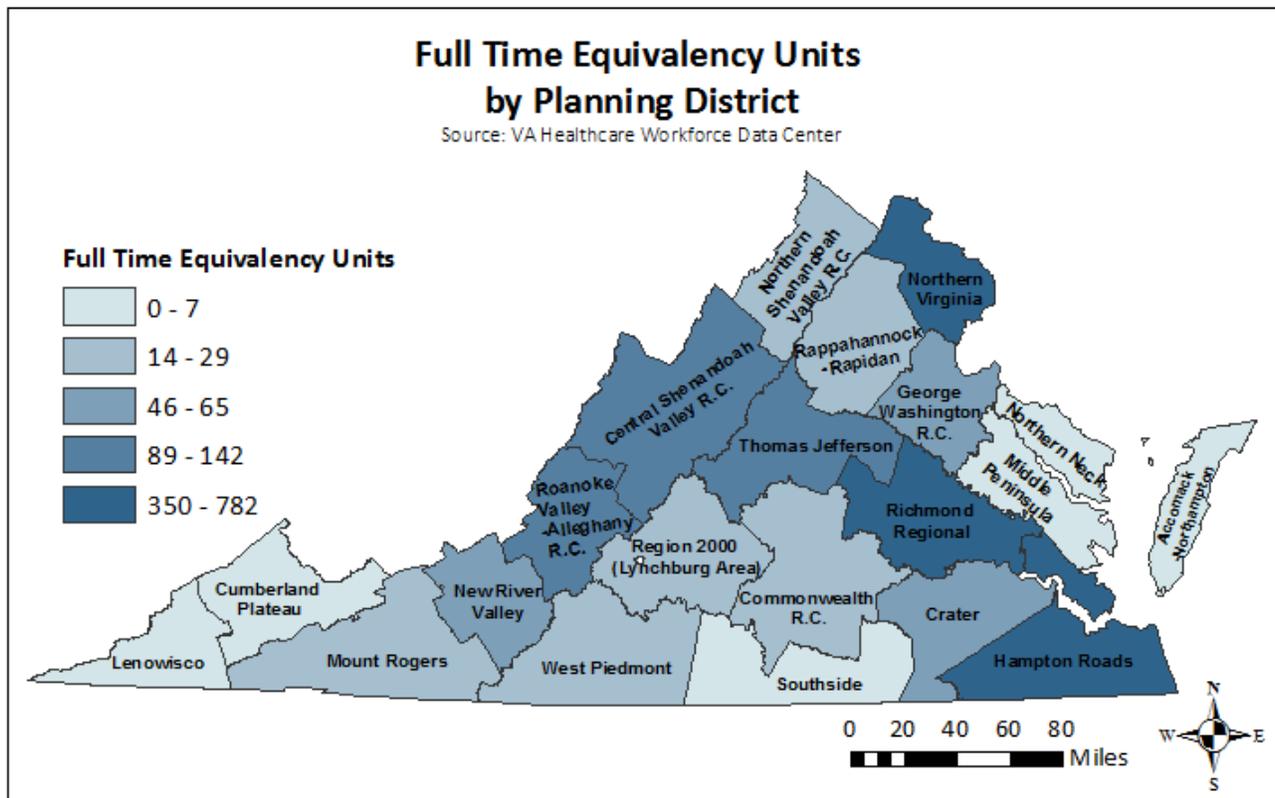


³ These are now referred to as VA Performs' regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>









Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1,923	89.81%	1.113492	1.045633	1.243588
Metro, 250,000 to 1 million	134	88.81%	1.12605	1.057426	1.257614
Metro, 250,000 or less	379	83.64%	1.195584	1.122722	1.335272
Urban pop 20,000+, Metro adj	8	100.00%	1	0.949502	1.116837
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	44	86.36%	1.157895	1.08733	1.293179
Urban pop, 2,500-19,999, nonadj	12	100.00%	1	0.949502	1.032566
Rural, Metro adj	25	72.00%	1.388889	1.304247	1.551162
Rural, nonadj	10	100.00%	1	0.955094	1.116837
Virginia border state/DC	502	84.46%	1.183962	1.111809	1.322292
Other US State	416	75.96%	1.316456	1.236228	1.470266

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 35	369	77.51%	1.29021	1.116837	1.551162
35 to 39	501	83.83%	1.192857	1.032566	1.434119
40 to 44	427	90.63%	1.103359	0.955094	1.32652
45 to 49	422	92.18%	1.084833	1.045633	1.304247
50 to 54	294	87.41%	1.143969	0.990247	1.375343
55 to 59	283	91.17%	1.096899	0.949502	1.318753
60 to 64	371	87.87%	1.138037	0.985112	1.368211
65 and Over	786	84.73%	1.18018	1.021592	1.418878

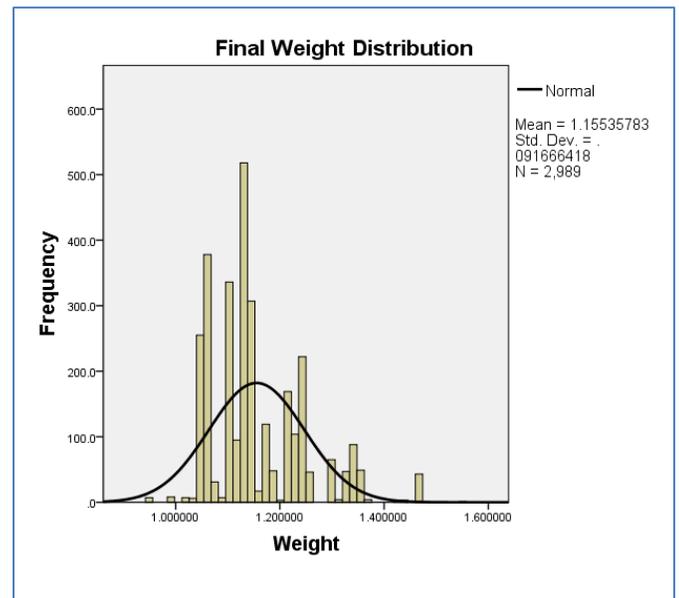
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.86562



Source: Va. Healthcare Workforce Data Center